



**Position:** Chief Executive Officer

**Commitment Date:** November 1, 2019; exact start date to be determined

**Reports to:** Bricolage Academy Board of Directors

Bricolage Academy is searching for a new Chief Executive Officer to lead our organization in service of its mission to advance educational equity by preparing students from diverse backgrounds to be innovators who change the world.

Bricolage is a New Orleans charter school that started in 2013 with a Kindergarten and is growing one year, and one grade, at a time. In 2019 - 2020, Bricolage will serve nearly 700 students across grades PreK - 6th. Bricolage is chartered to serve students in grades PreK - 12th.

In 2017, Bricolage outperformed all other New Orleans open enrollment schools in the LEAP. In 2018, Bricolage narrowed its internal achievement gap by 33% (from a 40 percentage point gap to a 27 percentage point gap). This school year, Bricolage launched its middle school, moved into the historic and newly renovated John McDonogh High School Building, and adopted the John McDonogh Trojans mascot and school colors. Bricolage perennially ranks among the most in-demand schools in OneApp, New Orleans' city-wide enrollment system. Having just completed its sixth year as a school, Bricolage is off to a good start. We will look to our new CEO to lead us from good to great by:

- Setting the **strategic vision**: ensuring Bricolage achieves its short and long term goals
- **Managing** the core members of the executive team: Principal, COO, CFO & CDO
- Ensuring **organizational health** across Bricolage to achieve our mission and drive student and school success
- Marshalling **financial resources**: fundraising an annual average of at least \$500,000 and allocating those and other resources throughout the organization effectively
- **Representing Bricolage** throughout the city, state and national communities as its primary external officer

Bricolage Academy has a mission of advancing educational equity by preparing students from diverse backgrounds to be innovators who change the world. We bring together students and families who ordinarily wouldn't come together to create a new community that fosters creativity, belonging and a place where children can embrace their unique greatness to pursue the life of their dreams.

Bricolage Academy envisions a time when public schools serve the needs of all students and New Orleans is the world's premier location for public education - widely recognized as a world-class city for its creative, cultural and economic leadership.

Bricolage is a diverse community, and we are committed to being an anti-racist one. This means devoting time to understand what racism is, exploring how it manifests, and taking actions to dismantle it. Bricolage's diversity is not itself an end. Rather, we believe our diversity is a means to amplifying empathy, advancing equity and facilitating creativity and innovation.

We're looking for a special kind of leader. If this sounds like you, please apply. We can't wait to meet you.

## **POSITION RESPONSIBILITIES<sup>1</sup>**

### **Strategic Management**

#### *Strategic Thinking*

- Set the vision, goals and strategy for the entire organization
- Define objectives and translate those into clear priorities
- Align resources against areas of highest impact
- Promote a rigorous use of data, analysis, and experience to shape vision and strategy

#### *Problem Solving*

- Model versatility in addressing analytic and strategic issues across the organization
- Promote innovation, creativity and resourcefulness
- Take calculated risks to improve organizational outcomes
- Resolve challenges with an eye toward what is required to scale and sustain solutions

#### *Decision Making*

- Make decisions that drive excellent and equitable outcomes for students
- Ensure decision making is timely, effectively executed, and designed to maximize organizational resources
- Ensure executive team considers vertical and horizontal implications of decisions within organization and broader community
- Hold executive team accountable for decisions and progress against them

#### *Change Management*

- Set organizational directive for change efforts, catalyzing leadership to achieve change at scale
- Anticipate and manage internal and external political dynamics around change efforts
- Champions change efforts and recruits sponsors from relevant constituent groups

#### *Project Management*

- Design projects to achieve long-term priorities and meet short-term needs
- Ensure Bricolage's priority projects are delivered on time and on budget
- Hold high standards for project management and model these standards for Bricolage

#### *K - 12 Systems Thinking*

- Understand PreK - 12 systems and what it takes to lead and manage complex education organizations to achieve results
- Actively contribute to the PreK - 12 education field, developing a network of practitioners, researchers, policymakers, and thought leaders
- Deliver breakthrough insights and processes to improve student outcomes at scale and avoids reinventing the wheel

#### *Business and Operations Expertise*

- Make decisions to maximise Bricolage's results rather than benefit a department or team
- Create systems and processes that promote integration across Bricolage
- Lead the effort to build and sustain a viable organization
- Lead financial planning and allocates resources to advance organizational goals

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## **Effective Teaming**

### *Trust and Collaboration*

- Foster a culture that encourages productive relationships with key constituents to advance Bricolage's impact and goals
- Model highest level of personal and professional trust with members across the Bricolage community
- Build a sense of shared purpose among executive team and hold them accountable for collaboration within and across departments

### *Communications and Influence*

- Publicly represent Bricolage providing inspiration and building engagement and support
- Model communication style attuned to stakeholder dynamics and adapt to meet needs of leaders, key stakeholders and constituent groups
- Successfully persuade stakeholder within and outside the Bricolage community to support Bricolage's goals and achieve student outcomes

### *Developing Others*

- Set organizational imperative for talent, ensuring that the executive team invests in attracting, developing and retaining top talent
- Serve as organizational role model in delivering direct and actionable positive and constructive feedback
- Identify and mentor current and emerging leaders across Bricolage, with an eye towards leadership succession
- Act as coach and sounding board for leaders within the organization and build their capacity to develop and retain staff
- Cultivate an organizational culture of high expectations for staff at all levels

### *Cultural Competence*

- Create an organizational culture that embraces the importance of seeking and listening to diverse perspectives, both within and outside of Bricolage
- Seek to build an organization that reflects the community we serve
- Create and enforce talent policies that support racial equity and belonging as an organizational priority

### *Conflict Resolution*

- Lead Bricolage through conflict, facilitating resolutions that protect Bricolage's interests and prioritize student needs
- Use conflict productively to surface and address organizational challenges
- Support controversial and tough decisions made by members of the executive team

## **Self-Management**

### *Growth Mindset*

- Create organizational culture that consistently focuses on improving individual, team, and organization-wide performance
- Proactively identify and acknowledge mistakes made (individually and throughout the organization) and reflect meaningfully on causes, using them as a learning experience for self and the organization
- Seek ideas and feedback from staff at all levels and appropriately incorporate input

*Empathy*

- Thoughtfully consider experiences and likely reactions of stakeholders when making and communicating decisions
- Demonstrate concern for various stakeholders, creating an environment of mutual trust and a sense of shared purpose

*Motivation and Courage*

- Motivate and inspire Bricolage around a shared vision for impact
- Lead Bricolage by example, putting self on the line in pursuit of breakthrough results for students
- Demonstrate personal accountability and encourage this behavior in others
- Foster a culture of optimism and perseverance in the face of challenge and opposition

*Openness to Change*

- Model ability to adapt to new information or changing context while remaining focused on outcomes
- Embrace change as an opportunity for growth and learning

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**POSITION QUALIFICATIONS**

The following skills, experiences, and credentials are desired:

- Strong belief in the Bricolage Academy mission, vision and core values
- Familiarity with education policy issues in New Orleans, Louisiana, and nationally
- Relationships with New Orleans community area, Louisiana state level and national education leaders and champions
- Business skills including financial modeling, business and strategic plan development and contract negotiation
- At least 5 years organizational leadership experience in the non-profit, government or private sector
- Master's degree or higher in Education, Business Administration and/or Public Policy

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**Reporting Relationships**

The CEO reports to the Board of Directors and manages a growing executive team that currently includes the Principal, Chief Operating Officer, Chief Financial Officer, and Chief Development Officer.

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**To Apply**

The collection of applications will begin June 15, 2019 and continue until August 15, 2019. For consideration, please submit a resume and professional statement of purpose to [searchcommittee@bricolagenola.org](mailto:searchcommittee@bricolagenola.org).

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**Anti-Discrimination Policy**

Bricolage Academy does not discriminate in employment on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, gender or gender identity, age, sexual orientation, or any other status protected by applicable federal, state or local law.